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CORRECTIONS OFFICER OF THE YEAR FINALISTS

This is the first installment of three in which staff who are nominated for awards at this year's Employee Appreciation Banquet will be recognized. The winner in each respective category will be announced at this year's Employee Appreciation Banquet which will take place on Wednesday, May 7 at the Kellogg Center in East Lansing, Michigan.

Officer Charles E. Fausak —Charles Egeler Reception & Guidance Center

Officer Charles Fausak (at right) is the Charles Egeler Reception and Guidance Center's (RGC) Officer of the Year. He has been employed with the department for 13 years, and has worked at RGC for 12 years. Officer Fausak has a positive outlook and shares this with his fellow colleagues on a daily basis. He has helped immensely with weapons training at RGC as a Level I instructor, as well as played a key role in developing equipment accountability and streamlining shift changes. He is always willing to adjust his work schedule to ensure that his colleagues are up to date on their weapons qualifications which he diligently tracks. Officer Fausak expertly cares for and cleans RGC's weapons and equipment so that they are ready for use by other staff. In addition, he goes above and beyond in maintaining the organization of the arsenal to ensure maximum accountability.



Officer Fausak is an excellent mentor to other RGC weapons instructors, as well as probationary employees on his shift, and is one of RGC's go-to weapons trainers. He also played a crucial role in the development of RGC's accountability plan for personal chemical agents. Officer Fausak is always willing to train, or attend training, as a Level I Weapons Instructor, CTO Trainer, SCBA Trainer, Fit Testing Coordinator and Chemical Agent Trainer. In 2006, a prisoner was choking and Officer Fausak successfully performed abdominal thrusts which saved the prisoner's life.

In Officer Fausak's free time, he serves as a Board Member and Treasurer of the RGC Employee Club, assists with the placement of foster dogs, and is a trainer of protection dogs for Advanced K-9. In 2013, Officer Fausak developed, produced and distributed over 100 suicide prevention awareness bracelets to RGC employees after a fellow employee took his own life.

OFFICER OF THE YEAR FINALISTS (Continued on page 2)

OFFICER OF THE YEAR FINALISTS (Cont. from Pg. 1)**Officer Marc E. Schrubbe—Thumb Correctional Facility****Officer Patience Moore—Women's Huron Valley Correctional Facility**

Officer Patience Moore is the Women's Huron Valley (WHV) Correctional Facility Officer of the Year. She has worked for the department for 13 years, with the past 4.5 years at WHV.

She is a person of exemplary character and integrity. Officer Moore always has a positive and pleasant attitude, and she is a very motivated and hardworking staff member of WHV. Officer Moore continually seeks to improve herself.



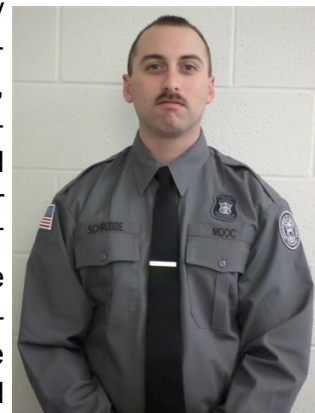
In addition, she is extremely dependable and has excelled with numerous special projects that she has been assigned to work on.

Officer Moore works in the control center at WHV and performs a multitude of duties daily. Officer Moore mentors new recruits and light duty staff at WHV. She created complex count boards in OMNI, which are utilized by the entire facility, making custody operations at WHV more efficient. This project was very tedious and time consuming and Officer Moore handled it with the utmost professionalism. Additionally, Officer Moore developed and refined the call out process for Prisoner Observation Aid job assignments. Moore operates the complex video management system and provides training to other custody staff in regard to the video shakedown equipment. She has assisted with Weapons Training and PA 415 Training, as well as assisted the Hearings Officer on numerous occasions.

Officer Moore has been involved with WHV's "Shop with a Cop" fundraiser which was initiated by WHV staff. "Shop with a Cop" fundraises throughout the entire year to ensure that children in need in the community have a special Christmas. This year, WHV was able to assist 40 local children during the Holiday season.

Officer Marc Schrubbe is the Thumb Correctional Facility's (TCF) Officer of the Year. Officer Schrubbe has worked for the department for seven years, all of which have been at TCF. Officer Schrubbe has a polite and professional demeanor at all times, even in volatile situations, which has a calming effect on the staff and prisoners who interact with him. He has excellent interpersonal skills which permit him to be an effective officer and trainer, and he can be depended on by everyone within the institution due to his experience and knowledge.

Officer Schrubbe is very versatile in all aspects of corrections, can work any position when needed and does so with confidence and professionalism. He is a facility trainer and is qualified to train all staff, is well versed in policies and procedures, and can be of assistance to co-workers that have questions. Officer Schrubbe is an active Emergency Response Team (ERT) member and has been an ERT trainer for over five years. He has attended Train the Trainer sessions for ERT, Emergency Health Care, Prisoner Management, Chemical Agents, Gas Mask Fit Testing, Building Clearing, and Search and Recovery. In 2010, Officer Schrubbe was one of the ERT members that represented the department at the Mock Prison Riots in West Virginia. The MDOC team finished second overall, which was Michigan's



best finish at the Mock Prison Riots competition. In 2011, Officer Schrubbe responded to an emergency call in regards to an unconscious parolee from Camp Tuscola who was on work detail at TCF. He responded with and applied the AED paddles and delivered a shock to the parolee which restarted his heart and saved his life.

In Officer Schrubbe's down time, he is a volunteer

OFFICER OF THE YEAR FINALISTS (Cont. on Pg. 3)

OFFICER OF THE YEAR FINALISTS (Cont. from Pg. 2)

firefighter for the Taymouth Township Fire Department and a Medical First Responder for the Birch Run area. As a member of the Taymouth Twp. Fire Department, he has received two lifesaving awards, the first in 2005 and the second in 2010. In addition, Schrubbe also assists the fire department with delivering local safety demonstrations such as Stop/Drop/Roll, Smoke Detector Training, Fire Prevention, and First Aid classes to youth participants of the Boy Scouts and Girl Scouts of America.

Officer Joseph Voorheis —Lake County Residential Reentry Program

Officer Joseph Voorheis is the Lake County Residential Reentry Program's (LCRRP) Officer of the Year. He has worked for the department for 24 years, 14 of which have been spent at LCRRP. Officer Voorheis exemplifies professionalism, honesty, integrity, as well as an excellent work ethic. His positive attitude and leadership abilities, even while faced with adversity, are appreciated and admired by LCRRP staff.

Officer Voorheis maintains vigilance in the role as a corrections officer for custody, security and transportation assignments.

He can successfully work in any area of need at LCRRP. Officer Voorheis has assisted with the enhancement of LCRRP's transportation process which resulted in cost savings and efficiencies for both the facility and the department. Officer Voorheis often arrives early to work to ensure that the roads are safe for officers to travel as well as to ensure that changes are not needed to the transportation schedule. In addition to coordinating LCRRP's transportation schedule, he has remained on the transport schedule to ensure that the facility's transportation needs are always met. Officer Voorheis also provides training to employees for Vital Differences in Managing Women Offenders.

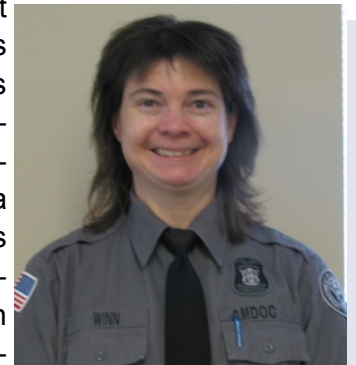


Officer Voorheis is actively engaged in his community, and he serves as a Deacon at his family's church. The church community relies on Officer Voorheis to assist with maintaining the church's grounds and building maintenance, drive the church bus and help congregation members meet their daily needs. Officer Voorheis also donates fresh fruit, vegetables and meat grown on his farm to the local community.

Officer Angelina Winn —Pugsley Correctional Facility

Officer Angelina Winn is the Pugsley Correctional Facility (MPF) Officer of the Year. Officer Winn has worked for the department

for 14 years with 13 years in at MPF. Officer Winn's demeanor is always professional, courteous, respectful and polite. She works a multitude of assignments without complaint and consistently displays dedication and a positive attitude. Officer Winn is dependable and knowledgeable and is viewed as a leader by her colleagues. In addition, She is always conscious of safety and security concerns while remaining firm, fair and objective.



Officer Winn was involved in the implementation of the Electronic Count System at MPF. She consistently reviews MPF's operating procedures to ensure that they accurately reflect current practices. Officer Winn possesses considerable knowledge and experience as a training officer for new employees and of the overall operation of the control center, including knowledge of all safety and security equipment, procedures and practices. She routinely acts as a training officer for other staff in these areas, and is also trained in all aspects of PA 415, Computer Based Training, ECD, PCA, Weapons, Handgun Simulation and Hostage Incident Management. In 2013, Officer Winn found marijuana within MPF on two separate occasions. In addition, while assigned to the control center, Officer Winn observed a prisoner acting suspiciously.

OFFICER OF THE YEAR FINALISTS (Cont. on Pg. 4)

OFFICER OF THE YEAR FINALISTS (Cont. from Pg. 3)

She continued to monitor the prisoner and observed him receive a cell phone from another prisoner. The cell phone was recovered from the prisoner which led to the successful prosecution of the prisoner. Officer Winn's involvement with the prosecution positively impacted the relationships between the MPF, Michigan State Police and the Grand Traverse County Prosecutor's office.

In Officer Winn's time away from the facility, she is actively engaged in Grand Traverse Land Conservancy, is an avid supporter of the Cherryland and Missaukee County Humane Societies, and routinely participates as a rider in the Father Fred Foundation and American Cancer Society motorcycle rides. She also routinely assists with MPF Employee Club charitable functions.

CORRECTIONS OFFICER OF THE YEAR NOMINEES

Congratulations to the Corrections Officer of the Year Nominees. We thank you for the outstanding work that you do as well as the commitment, dedication and pride that you exhibit when carrying out your job.

Officer Raymond Demaerte.....	Absconder Recovery Unit
Officer Todd Kent.....	Alger Correctional Facility
Officer John D. Gibson.....	Baraga Correctional Facility
Officer Jimmie Mickel.....	Bellamy Creek Correctional Facility
Officer Neil Kapustka.....	Carson City Correctional Facility
Officer Carl Simi.....	Central Michigan Correctional Facility
Officer Benjamin Bush.....	Chippewa Correctional Facility
Officer Herman Williams.....	Cooper Street Correctional Facility
Officer Travis Miller.....	Corrections Transportation
Officer Angela Dalton.....	Detroit Detention Center
Officer LaShonne Joe.....	Detroit Reentry Center
Officer Donald Maschino.....	Earnest C. Brooks Correctional Facility
Officer Scott Warner.....	G. Robert Cotton Correctional Facility
Officer Barry McLemore.....	Gus Harrison Correctional Facility
Officer Jeff Mawer.....	Ionia Correctional Facility
Officer Charles Anderson.....	Kinross Correctional Facility
Officer Deborah Friend.....	Lakeland Correctional Facility
Officer Charles L. Allen.....	Macomb Correctional Facility
Officer Dean Leece.....	Marquette Branch Prison
Officer Anthony Jones.....	Michigan Reformatory
Officer Anthony Melton.....	Muskegon Correctional Facility
Officer Brad Erskine.....	Newberry Correctional Facility
Officer Brad Mullins.....	Oaks Correctional Facility
Officer Dave Hagen.....	Ojibway Correctional Facility
Officer Stuart Bridgewater.....	Parnall Correctional Facility
Officer Dennis Beecham.....	Richard A. Handlon Correctional Facility
Officer Anthony Collier.....	Saginaw Correctional Facility
Officer Thomas Boatright.....	Special Alternative Incarceration Facility
Officer Daniel Lynch.....	St. Louis Correctional Facility
Officer Kevin Cummings.....	West Shoreline Correctional Facility
Officer Tanard Tooson.....	Woodland Correctional Facility

New Reentry Administrator and Parole Board Chair Named

Tom Combs has been selected as the Department's new Reentry Administrator. Tom will manage the Prisoner Reentry Office which will include the former CFA Prisoner Reentry Section, CFA Prisoner Education Section, FOA Offender Reentry Services Section and the Office of Community Corrections.

The new Prisoner Reentry Office will allow all Department prisoner reentry activities to be unified under one command thereby increasing the effectiveness and efficiency of the program. Tom will report directly to Chief Deputy Director Treacher.

Combs has been with the MDOC since 1980 and currently serves as Parole Board Chair. Prior to his appointment to the Parole Board, he worked as Administrator of the Substance Abuse Services Section. During his career, Tom has served as a corrections officer, field agent, field supervisor, supervisor of the electronic monitoring center, and community resource manager. He has a B.A. in Psychology and Criminal Justice from Michigan State University and a Master's Degree in Public Administration from Western Michigan University.



Jayne Price has been named the new Parole Board Chairperson.

Jayne was originally appointed to the Parole Board in April 2011. Price previously worked as a parole/probation supervisor in Kent County. Jayne started as a corrections officer with the MDOC in 1983 and has also served as a sergeant, resident unit manager, and parole/probation officer. She has an Associate's Degree in Elementary Education from Grand Rapids Junior College, a B.A. in Criminal Justice from Grand Valley State University, and a Master's Degree in Communication from Western Michigan University. Price was also formally an adjunct instructor at Grand Rapids Community College and has also served on at least eight community boards during her career, including serving as chairperson on two of those boards.



Both positions are effective April 13, 2014.

Please congratulate both Jayne and Tom on their new positions!

FIELD OPERATIONS ADMINISTRATION NEW AGENT GRADUATION



Front Row (L to R): Callie Moss, Lisa Geary, Molly Neumann, Artisha Volz, Charity Cummins, Kurt Pasch

Back Row (L to R): Director Dan Heyns, Monique Johnson, Daniel Spiegel, Terrill Collins,
Daniel Hurtekant, Corey Marston, Deputy Director Chuck Sinclair

On Thursday, March 13, the Field Operations Administration's Second Quarter Academy New Agent graduation occurred. The Academy included 11 new agents and one field service assistant. The graduates successfully completed a 10-week multi-phased academy which includes three classroom phases and at least seven weeks of on-the-job training. The new agents were hired for placement throughout the state of Michigan. Congratulations to the new field service assistant and field agents. The department wishes you the best as you begin your new career endeavors.

AGENT RESOURCES FOR FELONY SENTENCING GUIDELINES

The department's agents have a new resource that can be utilized in regard to felony sentencing. The State Court Administrator's Office, Michigan Judicial Institute has created a website that provides felony sentencing resources. The Felony Sentencing Resources website provides easy access to sentencing guidelines and allows agents to submit specific questions in regards to felony sentencing guidelines applications, including interpretations of the guidelines. The Michigan Judicial Institute will provide quick responses to inquiries that are submitted. As responses are provided to the submitted inquiries, the Michigan Judicial Institute will post the questions along with the answer in a Frequently Asked Questions section. Here is a link to the Felony Sentencing Resources website - <http://courts.mi.gov/education/mji/felony-sentencing/pages/default.aspx>. If you have procedural questions in regards to felony sentencing, please submit such inquiries to your supervisor prior to contacting the Michigan Judicial Institute.



PEOPLE MAKE THE DIFFERENCE

OFFICER RECOGNIZED WITH CITIZENSHIP AWARD

On Officer Scott Peterson's way home from work at the Lake County Residential Reentry Program (LCRRP), he came upon an accident in Mason County. The Mason County Sheriff's Department flagged down Officer Peterson to ask if the emergency lights on his vehicle, which formerly was an EMS ambulance, still worked. When Officer Peterson indicated that the emergency lights did in fact still work, the Sheriff's deputies asked him to drive his vehicle into a nearby field so that his lights would signal an incoming Aero Med helicopter arriving to transport an accident victim to the hospital. Officer Peterson willingly agreed to assist and remained at the accident scene for two hours until the helicopter had successfully landed, loaded the accident victim and took flight to the hospital.



(L to R): Officer Scott Peterson and Director Dan Heyns

Officer Peterson's character exhibits integrity and compassion for others. His actions truly demonstrate the true spirit of citizenship.

ELECTRONIC MONITORING CENTER STAFF ASSIST A CHILD IN DANGER

On Thursday, March 20, Electronic Monitoring Operator Del Jones received an afterhours call which pertained to a GPS curfew violation. Throughout the call, Del heard a baby crying in the background. While Del engaged the offender in conversation, he sensed that the offender was under the influence of alcohol or drugs, perhaps both, and felt that the baby was in imminent danger. Del contact local law enforcement and requested that a well check be conducted on the child. He provided the offender's location, via his GPS coordinates, and the offender was located by police and interviewed. The offender tested positive for alcohol, over two times the legal limit, and was taken into custody pursuant to Agent Sandra Eagle's request. Agent Eagle indicated that the offender and the baby's mother are currently undergoing an investigation by the Department of Human Services' Child Protection Services.



EFFECTIVE PROCESS IMPROVEMENT AND COMMUNICATION

In the two previous employee engagement surveys, staff made it unmistakably clear that there is a desire and need to be more involved in the services that the department delivers in furtherance of its mission of public safety. Over the previous year, the department has instituted a process improvement structure known as Effective Process Improvement and Communication (EPIC). EPIC was formulated with the acknowledgment that the department's best assets and resources are its employees, and more times than not, needed efficiencies, as well as solutions, are identified by the dedicated men and women who do their jobs day in and day out. EPIC was established to engage and employ teams of employees to become more involved in the design, implementation and delivery of department services.



Last week, Director Heyns reiterated his commitment to the EPIC process and its role in changing the department's culture, and recognized that this process engages and empowers staff in every position within the department. You can view the Director's message by clicking on the following link - <https://www.youtube.com/watch?v=pqA-V2qoGbl>. In addition, the EPIC process is being expanded to include new local work teams for each work area within the department.

The EPIC policy directive (PD 01.01.110) is effective April 1, 2014. This policy directive provides information in regard to EPIC's charge, the responsibilities of each EPIC team structure, and processes in which employees can become engaged. The EPIC policy directive can be viewed here - http://www.michigan.gov/documents/corrections/0101110_451719_7.pdf?20140328144224.

This week, the second EPIC video was released in which department employees talked about the EPIC process, their involvement in the process, and explain why they believe the EPIC process to be something truly unique. Take a look at the second video to learn more about how EPIC encourages employee engagement and impacts the department's efforts in process improvement. The second EPIC video can be viewed by clicking on the following link— <http://youtu.be/Zlko3CHVvXU>.

SHARE YOUR POSITIVE PERSONAL STORIES

Personal Portrait shares the personal accomplishments and actions of our employees. If you know about something an employee has done that deserves some praise or credit, let us know! Email the story and photos to peterstonj14@michigan.gov. F.Y.I. will share their story with the rest of the MDOC family.



CORRECTIONS OFFICER RECRUITMENT

The department's recruitment staff travels the state of Michigan to attend career fairs in pursuit of recruiting corrections officers. If you have family members or friends who you know are interested in learning more about a career with the department, please encourage them to attend an upcoming career fair. A list of career fairs in which the department's recruitment staff is scheduled to attend can be found on the State of Michigan Career Events Calendar. For your convenience, here is a link to the Career Events Calendar - <http://web1mdcs.state.mi.us/EICPSEventInfo/Events.aspx>. Please contact the department's recruitment office with questions at corrctmnt@michigan.gov.

Additionally, in the March 14 edition of the FYI, the article titled "MDOC Needs Your Help Recruiting Corrections Officers" provided a list of Colleges and Universities that have been approved by the Michigan Correctional Officers' Training Council (MCOTC) to deliver the 8-Week Training Program. Muskegon Community College is an MCOTC approved academic institution which will also provide the 8-Week Training program even though it was inadvertently not included in the previous article.

NORTH AMERICAN ASSOCIATION OF WARDENS AND SUPERINTENDENTS (NAAWS) CONFERENCE

PLAN AHEAD



North American Association of Wardens & Superintendents

April 23 – April 26

Wednesday – Saturday

naaws.corrections.com

Register by April 22 for only \$195



Sheraton Memphis Downtown

(Conference Code NA423A)

250 North Main Street

Memphis, Tennessee 38103

NAAWS Special Room Rate \$109

Phone: (866) 716-8106

President's Reception at the Rendezvous, Wednesday at 6PM,... Tunica trip, Beale Street... JOIN US!